



WELCOME FROM THE CHAIR

I appreciate that when you read an appointment brief such as this, you can expect the Chair to talk about the uniqueness of, and the special environment within, their school. It is as if there is some unwritten pledge that we all sign up to. Yet, hearing this being confirmed by all those who visit Tring Park, from prospective pupils to Inspectors, parents to suppliers, continues to reinforce to me what I already knew: there is undoubtedly something extraordinary about our School.

Driven by our commitment to provide a truly dual curriculum, focused equally on the highest quality vocational and academic teaching, our classrooms and studios are alive with energy. They resonate with the sounds of pupils having fun and engaging enthusiastically with each other and their teachers, whilst striving each day to become the best versions of themselves that they can be.

That is not to say that we are immune from the varying challenges that all independent schools are facing, often with seemingly less than enthusiastic national support from the centre. Far from it. Yet as a Board of Trustees, working alongside our talented and committed senior leadership team in School, we remain confident, though never complacent, that we have the strategy, expertise, and determination to meet these challenges head on and to overcome them.

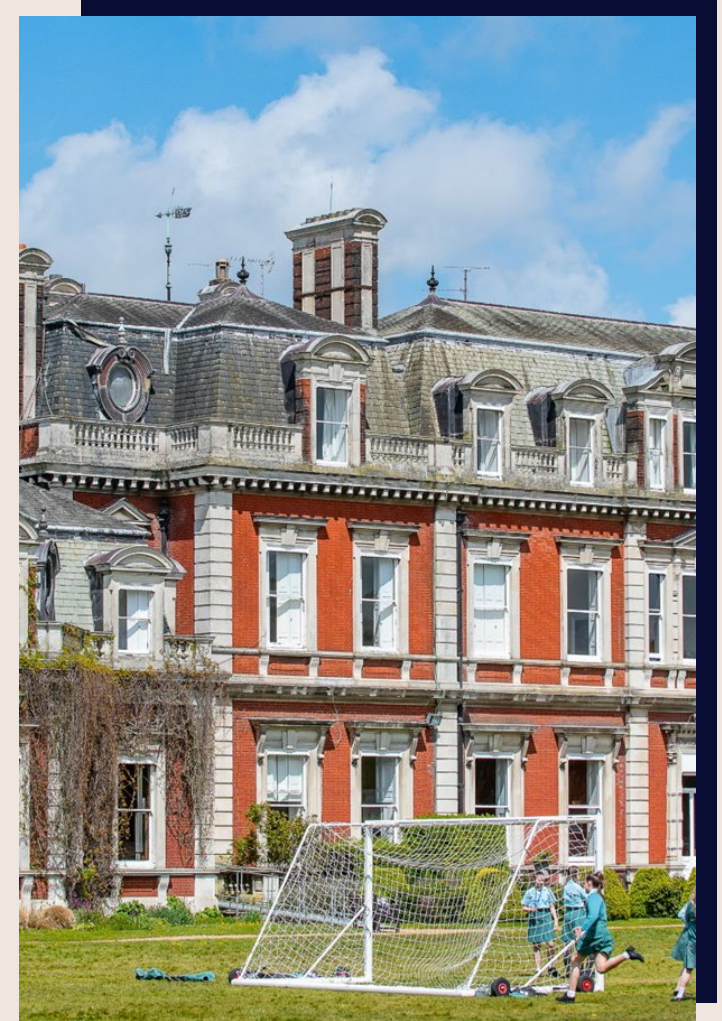
This is where you may come in and play your part. We are now looking for a new Principal to lead Tring Park through the next phases of its life. You may be a current Head, or experienced Deputy Head, or indeed you may be in a related field but with impressive previous relevant experience. What will mark you out will be a strong understanding and commitment to the performing arts, in both education and more wide ranging. A passion and vision for educating and growing young minds. A proven track record of dynamic yet empathetic leadership, and a demonstrable understanding of the dynamics of leading a predominantly boarding environment.

If you think this describes you, and you are excited by the opportunity, then I would encourage you to consider applying, and we would love to hear from you.

I hope that the following candidate pack gives you a flavour of the dynamic and rewarding opportunity that being our next Principal will provide. You will understandably have more questions to ask, which is why we have chosen the excellent team at Saxton Bampfylde, led by Emma Hattersley, to direct our search, and I would encourage you to make full use of them in your application!

We look forward to hearing from you.

Mark A. Hewitt
Chair of Governors



ABOUT US

Tring Park is the UK's leading vocational and academic school. We offer an exceptional opportunity to young people aged 7 - 19 who show an outstanding talent for the performing arts, whilst recognising the benefits of a fine academic education.

Tring Park School is a co-educational boarding and day school based in Hertfordshire, UK, educating and training young people from the age of 7 to 19. Pupils receive rigorous training in the performing arts that is combined with an extensive academic programme of study. Our Preps benefit from a unique independent school education with an emphasis on performing arts and creativity. From Year 7, pupils can specialise in either Dance or Performance Foundation, with the option to focus on Dance, Commercial Music, Musical Theatre, Acting or Technical Theatre at Sixth Form level.

Our pupils are dedicated, committed, enthusiastic, and hard working. It's an energetic and vibrant community to be part of.

The School is split into four sections: Tring Park Prep, Lower School (years 7 – 9), Middle School (Years 10 -11) and Upper School (years 12 – 13). At Tring Park School, pupils are taught in small classes by well-qualified, highly experienced teachers. This ensures that every pupil is given the best possible chance to attain his or her maximum potential. Our balanced curriculum sets us apart from other schools and provides pupils with a well-rounded education, enabling them to achieve high academic excellence and versatility as a performer.

Pupils can board at Tring Park School from Years 6 - 13. Accommodation at our boarding school is arranged by age and gender in three boarding houses, each with its own unique character. Approximately 60% of our pupils are boarders. Each house is led by a team of Houseparents who are supported by a number of residential and non-residential pastoral staff. Together they form an experienced and caring team who work hard to provide a warm, caring and nurturing environment within the houses in order to create a 'home from home' for our boarders.

Weekends are an opportunity to relax after a busy schedule of academic and vocational study, but we do offer a full programme of activities for those who wish to keep busy.



ABOUT US

Academic:

There is a strong belief that the equal balance achieved between vocational and academic education is what makes Tring Park stand out against other schools of performing arts. Results are proof that, for the right children, the chance to do what they love actually enhances their academic performance, and many parents say they selected Tring Park for precisely this reason. The academic subjects taught cover the full traditional spread. At GCSE, pupils take eight subjects, and at A level, three subjects are usually taken. Specialist dancers may stay on to Year 14, where they take the Trinity Diploma Level 5 and 6 in Professional Dance.

Pastoral:

We put the welfare of each pupil at the very heart of all we do. The School takes the safety and pastoral care of all pupils, boarding and day, very seriously and places great emphasis on spiritual, social and moral education in the curriculum to prepare pupils for the opportunities, responsibilities and experiences of life in British society. We recognise that, particularly in what can at times be a demanding performing arts context, pupils have their own individual strengths, talents, worries and needs; the staff are dedicated to providing a supportive and listening environment which actively helps and encourages every pupil to be happy and fulfilled in everything they do.

Each boarding house is led by a full-time residential Senior Houseparent who heads up a team of residential and non-residential pastoral staff. These Houseparents work hard to provide a caring and nurturing environment within the boarding houses in order to create a 'home from home' for the boarders.

Leaver Destinations:

We are delighted that our leavers' destinations after sixth form include both strong vocational destinations for further training and leading universities across the country. Immediate vocational destinations include Royal School of Speech and Drama; Guildford School of Acting; Urdang; Leeds Conservatoire; Manchester Metropolitan University and Emil Dale – amongst others, whilst university destinations include University of Oxford; Imperial College, London; King's College, London; University of Bath and University of Birmingham.

You can view some of our alumni's further successes [here](#)





VISION, PURPOSE, AIMS AND VALUES

Vision

To be the pre-eminent centre of excellence for training and educating the next generation of the world's most versatile performance artists.

Purpose

We provide a creative environment in which pupils with a love of the performing arts can flourish. A vocational, arts-based education enhances all aspects of our pupils' learning and allows them to develop life skills such as creative thinking, confidence and resilience. Our vocational training in dance, drama, musical theatre, music and technical theatre provides students with the best possible opportunities for a career in the performing arts. Combining this with a full academic curriculum and qualifications gives them access additionally to a wide range of other career options. In short, Tring Park's integrated dual curriculum gives pupils the best opportunity to fulfil their potential. Our excellent pastoral care and commitment to safeguarding provide pupils with a safe, caring and supportive environment in which to pursue their studies.

Aims

We aim to provide this education to pupils from all backgrounds who have the potential to benefit from this specialist environment, and to make our specialist facilities and teaching expertise more widely available to children and young adults with talent and potential beyond the School.

Values

At Tring Park School, we value Excellence, Creativity and Resilience. We also promote social and life skills such as collaboration, adaptability, tolerance, consideration for others and self-discipline, in order to prepare pupils to be successful and valued members of society. Training in the performing arts places a key emphasis on these values.



FACILITIES

Tring Park School is an impressive and beautiful location. In addition to the magnificent Tring Park Mansion, the School boasts a theatre, five large modern dance studios and the stunning Elizabeth House, which is home to both boarding facilities and contemporary drama and art teaching rooms.

Academic teaching takes place in a separate building, including traditional classrooms and science labs. The buildings are situated in attractive parkland, providing a peaceful backdrop to all the bustling activity going on inside!

The History of Tring Park

Tring Park was built to a design of Sir Christopher Wren in 1685. After several owners the property was bought as a wedding present for Sir Nathaniel (later Lord) de Rothschild in 1872. Lord Rothschild's family grew up and lived at Tring Park until the death of Lady Rothschild in 1935.

The house was used by the NM Rothschild & Sons bank during World War II before being taken over by the Arts Educational Schools in 1945. During the war years the Rothschild Mansion was used by the Rothschild Bank for administration and to house important documents which they wanted to store away from the bombing in the capital. The Mansion was also used as a hospital for people from the east end of London who were struggling with life and the blitz.

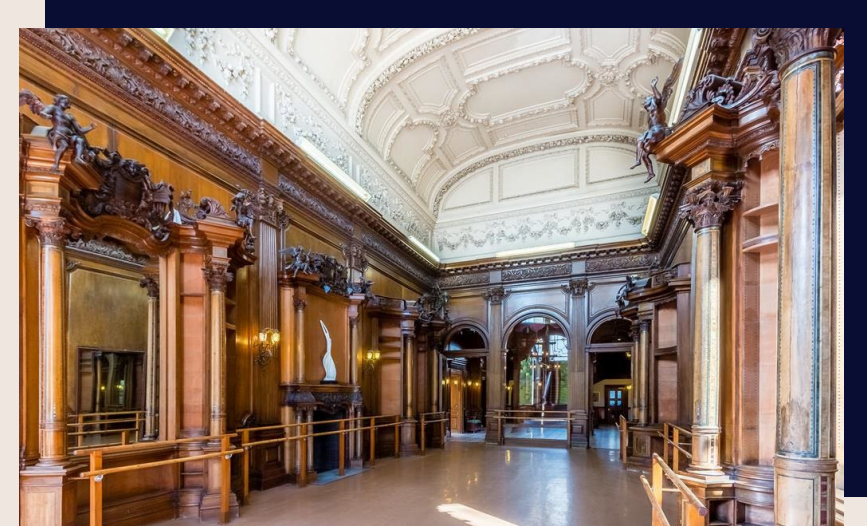
The 17th-century Grade II listed mansion, and the grounds of Tring Park School, is available for hire for film and photographic shoots.

Tring Park Studios

Five large studios were built in 2010 for our Performance Foundation, Dance, Musical Theatre, Acting and Commercial Music Course pupils to train and rehearse. Pupils are able to use the studios outside of their lessons to practise in their own free time.

Markova Theatre

The theatre is used for rehearsals and performances throughout the year, and has recently housed popular performances such as Shrek, Guys & Dolls, Pippin, Seussical, Blood Wedding, 12 Angry Men and Cabaret! It is named after Dame Alicia Markova, a very prominent ballet dancer of the post-war era. Alicia was an early patron of the school and supported Tring Park to the end of her life.



CLASSES FOR ALL

Alongside the day to day running of the School, Tring Park offers a range of classes and courses for children and adults.

Tring Park Performance Academy

The Academy is designed to help children excel in singing, dancing or acting, with great training in world class facilities. Classes run on weekdays after school hours and all-day on Saturdays during term time. There is something for everyone TPPA; dance classes include ballet & pointe work, tap, modern, jazz, contemporary, acro, street dance and progressing ballet technique (PBT). We also offer LAMDA, acting and singing

Adult Classes

In our Park Studios we offer classes for adults ages 18+ of all experience levels. This includes Pilates, ballet and tap. Like TPPA, classes run after school and on Saturdays.

Dance for Parkinson's

Those with Parkinson's are invited to come dance with us in our beautiful Park Studios. Parkinson's disease is a degenerative neurological disease, and there's a vast and varied range of symptoms for people suffering with Parkinson's disease, but dance can really help with slowing down the symptoms by keeping the body and the brain active. We are proud to offer this and are supported by Parkinson's UK.





THE ROLE

The Principal of Tring Park is accountable to the Governing Body and works in partnership with the Governors to set the strategic direction. The Head is responsible for the professional and efficient running of the School, ensuring a safe and nurturing environment for all pupils and staff, where all regulatory standards are met. The appointed candidate, in partnership with the Governing Body, will drive the future success and development of the School in line with the School's vision and mission statements.

Accountabilities

The Principal is accountable to the Board of Governors for:

- Translating the strategy into a clear plan with measurable targets, driving its execution and monitoring its effective implementation.
- Overall financial and asset management and delivery of the agreed financial targets.
- The School meeting all regulatory compliance standards.
- The recruitment of pupils in line with agreed targets.
- Effective implementation of policies and procedures.
- The recruitment of appropriate and adequate staffing.
- Ensuring measures are in place for the Health and Safety of staff, pupils and visitors to the School.

Key Responsibilities:

Leadership

- Provide visible, inspiring and robust leadership across all areas of School life.
- Promote the School's unique nature and its provision of a dual curriculum of vocational and academic excellence.
- Engage all staff in the delivery of a shared vision of excellence within the School.
- Inspire and empower leaders at all levels to play their part in promoting and developing the School.
- Secure the support of key stakeholders for the School's strategic vision, including parents, patrons, alumni and the wider community.
- To manage, support and develop the senior leadership team and direct reports, with responsibility for succession planning to ensure continuity of strong leadership.

Finance and asset management

- Together with the Business Director and the Board, develop and agree an annual budget and rolling five-year plan.
- Ensure efficient and effective use of resources in delivering the School's strategic and financial objectives, balancing robust cost control with providing clear value to fee payers.
- Identify actions required to secure the School's long term financial success and sustainability.
- Be responsible for the production and ongoing implementation of an asset management plan.

Teaching and Learning

- Ensure the recruitment of high-quality staff, and that appropriate training, professional development and performance management takes place.
- Establish and monitor a rigorous, timely, and documented annual appraisal process for all staff.
- Take overall responsibility for the effective teaching and learning of all pupils to ensure that every pupil can achieve their absolute best in the dual curriculum.
- Evaluate pupil progress to ensure pupils' learning and development is assured.
- Ensure the dual curriculum remains relevant and appropriate to the changing career needs of pupils, mindful of the effects of the evolving digital environment.
- Promote an ethos of staff collaboration, innovation and personal responsibility.
- Communicate effectively and regularly with parents and guardians.

THE ROLE

Wellbeing

- Promote a healthy and happy school environment for both staff and pupils.
- Implement policies which ensure pupils' personal, physical, moral and social development.
- Maintain a culture of inclusivity and diversity within the School.
- Promote positive values and high standards of behaviour amongst pupils and staff.
- Take overall responsibility for the delivery of excellent pastoral care – ensuring the safety and wellbeing of all pupils in line with safeguarding legislation, including safer recruitment and working alongside external agencies as appropriate.

Pupil recruitment

- Ensure that the School recruits pupils with talent and potential from the widest possible pool.
- Ensure a proactive, efficient, and systematic admissions process is established, with key metrics reported on in a timely and accurate manner.
- Establish a successful international pupil recruitment programme.
- Establish strong working relationships with appropriate government ministers responsible for MDS and DaDa funding initiatives.

Marketing and development

- Promote the School to external bodies and potential partners.
- Raise the profile of the School both nationally and internationally, through being the recognised spokesperson for the School.
- Ensure the School maximises the potential benefits from the CBBC Stage Stars programmes.
- Drive fundraising activity and ensure support for development projects within the School.
- Understand the charitable status of the School and support initiatives which provide community benefit.

Governance

- Ensure that the School is compliant with Independent School Standards and Regulations and adheres to other relevant legislation and acknowledged best practice.
- Ensure that the school is fully compliant with DfE and local authority Child Protection and Safeguarding regulations and best practice.
- Provide regular reporting to the Governing Body including identification of risks and opportunities.



THE PERSON

The successful candidate will be enthused by the opportunity to lead a strong day and boarding community, and will bring an understanding of the 7-day nature of a school like Tring Park. The appointed candidate will likely have all or most of the following:

Experience

- Evidence of a passionate and well-informed commitment to the performing arts.
- A track record of successful senior leadership in an educational setting, ideally in the independent school sector.
- An understanding of the benefits and challenges of a boarding school education.
- Proven track record of financial management and budgeting experience.
- Understanding of the commercial, economic and financial imperatives in the leadership and management of a school.
- Experience of working collaboratively on strategic planning and the ability to translate strategy into a clear plan, alongside evidence of change management.
- Evidence of driving improvements in educational standards.
- Experience of appointing, leading and developing high performing teams.
- Demonstrable experience of building productive working relationships and successful communications with a diverse range of internal and external stakeholders.
- The ability to anticipate key events in the broad education sector and their impact upon the School.
- A thorough understanding of the Principal's responsibilities in relation to Safeguarding and Child Protection issues and a clear commitment to delivering best practice in Safeguarding.
- The skills to run an inclusive and diverse school community, valuing and promoting inclusion.

Personal attributes

- A compelling leader with the ability to inspire and motivate others, who can lead by example and earn trust and confidence quickly.
- Outstanding interpersonal skills and levels of emotional intelligence.
- Warmth, empathy and an abundance of energy and enthusiasm.
- An effective communicator with high levels of literacy and a strong public speaker.
- A person who is decisive and resilient with an emphasis on getting things done.
- Sound judgement, fairness and integrity.
- Appreciation and enthusiasm for the performing arts and ability to recognise high standards of performance and production.
- Wholehearted acceptance of, and enthusiasm for, the requirement to live on site and participate fully in all aspects of School life, both timetabled and out of hours.



HOW TO APPLY

Saxton Bampfylde Ltd is acting as an employment agency advisor to Tring Park School on this appointment.

Candidates should apply for this role via www.saxbam.com/appointments using code **LBWIA**. Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application.

The closing date for applications is **9am on the 29th October**

Shortlisted candidates will be required to complete a school application form.

GDPR personal data notice:

According to GDPR guidelines, Saxton Bampfylde Ltd are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

Due diligence:

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.

Safeguarding:

Tring Park is committed to safeguarding young people and promoting the welfare of children. Applicants must be willing to undergo child protection screening and safer recruitment checks appropriate to the post, including checks with past employers and the Disclosure and Barring Service. All positions within the school are exempt from the provisions of the Rehabilitation of Offenders Act 1974.



